

**2013 CITY OF SAN JOSE – MEF NEGOTIATIONS**

**CITY PROPOSAL – UNIFORM ALLOWANCE**

Proposed Language:

12.11 Uniform Allowance. An annual Uniform Allowance not to exceed five-hundred dollars (\$500) shall be paid to eligible employees regularly assigned to the classifications listed below, provided that such eligible employees are required, in the performance of the assigned duties of such classifications, to wear an approved uniform.

1181 Police Data Specialist I  
1182 Police Data Specialist I (PT)  
1183 Police Data Specialist II  
1184 Police Data Specialist II (PT)  
1185 Police Data Specialist Supervisor  
2416 Senior Security Officer  
2431 Security Officer  
2432 Security Officer (PT)  
2441 School Crossing Guard (PT)  
2443 School Crossing Guard Coordinator  
8026 Supervising Police Data Specialist  
8512 Supervising Public Safety Dispatcher  
8513 Senior Public Safety Dispatcher  
8533 Senior Public Safety Dispatcher (PT)  
8514 Public Safety Radio Dispatcher  
8515 Public Safety Communication Specialist  
8534 Public Safety Radio Dispatcher (PT)  
8535 Public Safety Communication Specialist (PT)  
3252 Animal Services Officer  
3251 Senior Animal Services Officer

12.11.1 The City will provide School Crossing Guards with the initial jacket and patches at no cost to the employee.

12.11.2 Employees in the classifications of: 1181 Police Data Specialist I, 1182 Police Data Specialist I (PT), 1183 Police Data Specialist II, 1184 Police Data Specialist II (PT), and 1185 Police Data Specialist Supervisor hired or promoted on or after January 1, 1995, are required to wear an approved uniform. Employees in said classes hired prior to January 1, 1995, are not required to wear a uniform, however, once an employee chooses to wear a uniform, an employee may not revert to non-uniformed status.

12.11.3 Full-time employees in the classifications listed in Section 12.11 above who are eligible for the uniform allowance shall receive a uniform

allowance not to exceed \$500.00 annually. Effective December 23, 2012, payment shall be made during the first two (2) pay periods of each month, in the amount of \$20.83 per biweekly pay period. If an eligible employee is on unpaid leave for a period of one (1) full pay period or more, the employee will not receive the uniform allowance for that pay period(s).~~In the event an eligible full-time employee assigned to a forty (40) hour week is paid for less than 1,040 hours during the twenty-six (26) full pay periods immediately preceding December 31st, such employee shall be paid that proportion of the allowance which the total number of hours for which the employee was paid in the above period bears to 1,040.~~

12.11.4 Part-time employees in the classifications listed in Section 12.11 above who are eligible for the uniform allowance shall receive a uniform allowance not to exceed \$250.00 annually, except for those employees in the classification of School Crossing Guard. Effective December 23, 2012, payment shall be made during the first two (2) pay periods of each month, in the amount of \$10.41 per biweekly pay period. If an eligible employee is on unpaid leave for a period of one (1) full pay period or more, the employee will not receive the uniform allowance for that pay period(s).

12.11.4.1 Part-time employees in the classification of School Crossing Guard eligible for the uniform allowance who work over 600 hours during the payroll calendar year shall receive the full gross uniform allowance of \$500.00; payment shall be made in January of the following year. In no event will any employee receive a total gross uniform allowance in excess of \$500.00.

12.11.4.2 Part-time employees in the classification of School Crossing Guard eligible for the uniform allowance who work 600 hours or less during the payroll calendar year shall receive a uniform allowance based on the hours worked by the employee as prorated to 600 hours; payment shall be made in January of the following year. In no event will any employee who works 600 hours or less during the payroll calendar year receive the full gross uniform allowance of \$500.00.


~~Eligible part-time employees shall receive that proportion of the \$500 uniform allowance which the total number of hours paid during the twenty-six (26) full pay periods immediately preceding December 31st bears to 2,000; except that employees in the classification of School Crossing Guard (part-time) shall receive that proportion of the \$500 which the total number of hours paid during the twenty-six (26) full pay periods immediately preceding December 31 bears to 600.~~

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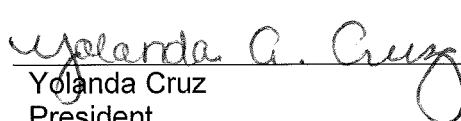
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~~12.11.5 The Uniform Allowance referenced above, or pro rata portion of such allowance, shall be paid in January of each year during the term of this agreement.~~

FOR THE CITY:

 1-25-13  
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Alex Gurza Date  
Deputy City Manager

FOR THE UNIONS:

 1/26/13  
\_\_\_\_\_  
Yolanda Cruz Date  
President  
MEF, AFSCME Local 101

 1/25/13  
\_\_\_\_\_  
Charles Allen Date  
Business Agent  
AFSCME, Local 101